

2010 Total Compensation Survey

Frequently Asked Questions

1. Why does the Department of Personnel (DOP) conduct a salary survey?

RCW 41.06.160 and WAC 357-28-325 require DOP to conduct a salary survey to determine the prevailing pay rates for jobs that are comparable to those state jobs in the classified service. (The survey does not cover management jobs.)

2. When does DOP conduct the salary survey?

Generally, DOP conducts the survey every two years.

3. How does DOP conduct the survey?

For 2010 DOP contracted with a third party, [The Segal Company](#), to conduct the survey. Segal is a national survey firm with more than 70 years of industry surveying experience. Detailed information on the survey methodology is posted on the [Total Compensation Survey](#) webpage.

4. If the salary survey results show a job receives less pay than the prevailing market rate, does it automatically get a pay increase after the DOP Director adopts the results?

No. The DOP Director's only action is to adopt the survey results. The collective bargaining process, the Legislature and the Governor determine what impact, if any, the salary survey findings will have on state employee compensation. The salary survey is just one tool to be considered. Other factors, such as budget, benefits, recruitment and retention needs, and alignment between job classes must also be considered.

5. Why are only certain jobs included?

DOP chose the most populated and representative state job classifications that are also similar to jobs commonly found in the public and private sectors for the survey. Although not every state job is included, the survey covers a sufficient number of benchmark positions to cover the state's classification plan.

6. How does DOP decide what state job classifications to survey and how to group the remaining state job classifications with them?

The 2010 [Total Compensation Survey Plan](#) explains the methodology and processes; the law; and a review of the different survey components.

7. Is there an appeal process of the salary survey results?

There is no appeal process.

8. What is the method for requesting additional information on the salary survey results?

Basic questions about the survey may be directed to our compensation team at classandcomp@ofm.wa.gov. To request more detail on the survey results, please follow the instructions under "[How to request public records](#)."

9. Is there a process and deadline for feedback to be considered before the DOP Director adopts the results?

Yes. In lieu of a Director's meeting, we will accept feedback in writing by May 28th. The DOP Director will adopt the results June 4th. Feedback may be sent to the ServiceCenter@dop.wa.gov.